

2011 City of San Jose - OE 3 Negotiations

OE 3 Proposal - Term of Contract and Compensation

U-7C
3/3/11

The intent of this proposal is to make the 5% one-time and 5% the ongoing Additional Retirement Contribution from Local 3's 2010-2011 MOA ongoing for a total of 10% ongoing compensation concession.

Operating Engineers Local 3 proposes the following;

- The vacation accrual rate shall be reduced by two (2) hours per pay period during the term of this contract. (approximately 3% savings)
- For the term of this contract, all Local 3 represented employees will work a 38 hour work week. The 2 hours may be banked and may be taken in 8 hour increments with supervisor approval and will have minimal impact on service delivery. (approximately 5% savings)
- The 5% ongoing Additional Retirement Contribution shall be reduced to 2% for the term of this contract. (2% savings). The one time 5% Additional Retirement contribution will be eliminated.
- The salary step reduction will cease for the term of this contract.

The term of this Contract - 2 years, July 1, 2011-June 30, 2013

The 10% Total Compensation Proposal is one component of Local 3's package proposal and will be taken in its entirety to the Membership addressing all outstanding issues.

Should any City employee bargaining unit, represented or unrepresented not provide the 10% total compensation, as directed by City of San Jose City Council, the same lower compensation concession, in any form or manner, will be applied to Local 3 bargaining unit.

Local 3 reserves the right to modify, edit or amend proposals during the course of negotiations

March 3, 2011